



BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: July 6, 2021

Title: Revision of Pima County Code Chapter 2.24, Section 2.24.070 Employee Merit System Application and Exemptions

Introduction/Background:

Pima County Code Section 2.24.070, sets a limit of 10 percent on the number of positions that can be declared exempt from our Merit System. Recently it was identified by the Human Resources Department that Pima County is approaching the 10% limit on the number of unclassified employees allowed by Pima County Code, due to the varied positions created to respond to the pandemic.

Discussion:

The unclassified temporary positions have increased by 87% and unclassified intermittent positions have increased by 95% from FY 18/19 to current FY 20/21. The major contributor to the increase in unclassified positions has been the increased need by Departments to hire additional temporary and intermittent staff, which allows for more flexibility for the purpose of hiring quickly in response to the COVID-19 pandemic. We expect the County to continue to hire various temporary and intermittent positions with assignments lasting from one (1) to three (3) years dependent upon the grant that funds the position. It is recommended to take temporary and intermittent unclassified positions, along with internship unclassified positions, and make these classifications exempt from the 10% cap.

Conclusion:

With the goal of maintaining our current Merit System and the organizational efficiencies, protections and due process our Merit System provides for the vast majority of County employees, we can avoid the pending issue of the 10 percent cap on unclassified employees by adding positions allocated in the temporary, intermittent and intern employment classifications (designated as an employee classification F, G or I) to the list of positions identified in Pima County Code 2.24.070 as being specifically excluded from the County's Merit System.

Recommendation:

Recommend adoption of the proposed amendment to Pima County Code, Chapter 2.24, Section 2.24.070 to include adding positions allocated in the unclassified service of temporary, intermittent and intern positions in class codes F, G and I, and specifically exclude them from the County's Merit System and therefore not subject to the 10 percent cap.

Fiscal Impact:

None

Board of Supervisor District:

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☒ All

Department: Human Resources

Telephone: 724-2732

Contact: Dustin Green

Telephone: 724-8111

Department Director Signature/Date:

[Signature] 6/22/2021

Deputy County Administrator Signature/Date:

[Signature] 6/23/2021

County Administrator Signature/Date:

[Signature]

ORDINANCE NO. ~~2017-30~~ 2021-____

**AN ORDINANCE OF THE BOARD OF SUPERVISORS OF PIMA COUNTY,
ARIZONA, RELATING TO HUMAN SERVICES; AMENDING CHAPTER 2.24
OF THE PIMA COUNTY CODE.**

**BE IT ORDAINED BY THE BOARD OF SUPERVISORS OF PIMA COUNTY,
ARIZONA**

SECTION 1. Pima County Code Section 2.24.070 is amended to read as follows:

2.24.070 - Application and exemptions.

The merit system shall apply to all positions and employees of the county government except the following:

- A. Persons who perform services for which payment is made on a fee, contract or claim basis;
- B. Volunteers;
- C. Members of boards, commissions and committees appointed by the board;
- D. Elected officials;
- E. County administrator;
- F. Chief deputy county administrator;
- G. Deputy county administrator;
- H. Assistant county administrator;
- I. Chief deputies to elected officials;
- J. Department directors;
- K. Deputy department directors not to exceed three in each department;
- L. Employees in positions allocated as Attorney - Unclassified or Administrative Attorney - Unclassified
- M. One position in each department that reports directly to the director or deputy director as designated by the director and deputy director;
- N. An administrative position declared exempt after August 8, 1985. The number of positions declared exempt under this paragraph shall not exceed ten percent of the total number of county appointive officers and employees.

- O. Employees of the superior court, justice courts and clerk of superior court who are covered by the judicial merit system and juvenile court who are covered by the juvenile court merit system;
- P. Employees of the sheriff's department who are covered by the law enforcement merit system.

Q. EMPLOYEES HIRED INTO UNCLASSIFIED POSITIONS ON AN INTERMITTENT OR TEMPORARY BASIS.

R. EMPLOYEES HIRED INTO POSITIONS ALLOCATED AS INTERN – UNCLASSIFIED.

SECTION 2. This Ordinance is effective 30 days after the date of adoption.

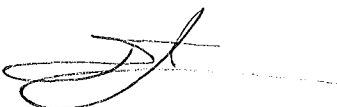
PASSED AND ADOPTED by the Board of Supervisors, Pima County, Arizona this _____ day of _____, 2021.

Chair, Pima County Board of Supervisors

ATTEST:

APPROVED AS TO FORM:

Clerk of the Board



Daniel Jurkowitz
Deputy County Attorney